

The reality of human resources management in the Palestinian ministries and its relation to institutional performance

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Abstract:

The study aimed to recognize the human resources reality, and its relationship with the institutional performance from the perspective of the HR workers in the Palestinian ministries, through studying the relationship between the Human Resources Management and its elements (planning, work analysis, training, polarization and evaluation) and the Institutional Performance, in addition of knowing the effects of (age, gender, qualifications, years of experience and job title) on human resources management and the institutional performance. The researcher here relied on the descriptive analytical method which cares about collecting and summarizing and classifying the information and thoughtful facts related to the behavior of the study sample, for the purpose of analyzing, explaining and evaluating its nature to predict and adjust or control it. The researcher also used the questionnaire as a tool to collect information from the research community.

The research study included 322 employee, and the number of sample members according to the Mason Equation is 175 employee which means 54% of the research community.

The study showed that there is a strong positive correlation relationship between the dimensions of the human resources management and the institutional performance of the Palestinian Ministries, and that the human resources management cares about the human resources that work in the ministries, and that the process of human resources management represented by (planning, work analysis, training, polarization and evaluation) is effective, and there is a remarkable improvement in the Palestinian ministries performance.

This study recommends that it is necessary to rely on the results of the performance evaluation in the determination and designing of the training programs, and to build a suitable environment to implement the trainings which were given to the human resources. It also recommends that it's good to show interest in the distribution of the human resources according to the specialization and qualifications, taking into consideration the years of experience and the importance of involving the chiefs of departments in making decisions about polarizations.